

## **AFFIRMATIVE ACTION POLICY STATEMENT**

The Police Officer Standards and Training Council is an affirmative action employer and is committed to the policies and procedures that promote equal employment opportunity. Affirmative Action and Equal Employment Opportunity have been established as immediate and imperative Council objectives. The ultimate purposes of the affirmative action program are to ensure equality in the Police Officer Standards and Training Council, avoid discrimination – either intentional or inadvertent, develop a workforce that is truly representative of all segments of the population, and improve the operation of the Council's services.

As Executive Director of the Police Officer Standards and Training Council, I readily assume the ultimate responsibility for ensuring the success of our affirmative action programs and goals throughout this Council within the timetables stated in our plan and stress that the effectiveness of our programs will depend on the complete cooperation of all administrative and supervisory staff. I ask that each share in this responsibility and act accordingly.

- “Affirmative Action” is a program of positive action, undertaken with conviction and effort, to overcome the present effects of past practices, policies or barriers to equal employment opportunity and to achieve the full and fair participation of women, Blacks and Hispanics and any other protected groups found to be underutilized in the work force or affected by policies and practices having an adverse impact.
- “Equal Employment Opportunity” is employment of individuals without consideration of race, color, religious creed, age, sex, sexual orientation, marital status, national origin, ancestry, mental retardation, genetic information, learning disability, physical disability (including but not limited to blindness) mental disability (present or past history thereof) or criminal record, unless the provisions of §46a-60(b), 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there is a bonafide occupational qualification excluding persons in one of the above protected groups. Equal Employment Opportunity is the purpose and goal of Affirmative Action under §46a-68-31 through 46a-68-74 of the Regulations of Connecticut State Agencies.

*-- Affirmative Action Policy Statement*

The Police Officer Standards and Training Council has created an Affirmative Action Program to overcome the present effects of any past policies, practices and barriers to equal opportunity. In our Affirmative Action Plan, we identify the causes of imbalance and achievements through the application of our good faith efforts, the full and fair participation of all of our employees and in all of the Council's undertakings. We also recognize the hiring difficulties experienced by the physically disabled and by many older persons, and will set program goals to achieve the full and fair utilization of these persons in the work force.

A list of all federal and state constitutional provisions, laws, regulations, guidelines, and executive orders that prohibit or outlaw discrimination is included in this plan. In accordance with these legislated requirements, no person or facility of this Council shall be used in the furtherance of any discriminatory practice nor shall we become a party to any agreement, arrangement, contract or plan which has the effect of sanctioning discriminatory practices. All education and training programs, and all employment practices conducted by, sponsored by, or with the approval of, the Council shall be open to all qualified persons.

The Council will use viable Affirmative Action measures in all stages of the employment process as outlined in Section 46a-68-43 of this plan, and will provide services and programs in a fair and impartial manner.

Our policy is posted on the Council's Policy Bulletin Board. Each employee has the right to review and comment upon the Affirmative Action Plan. All responses should be addressed to Laura Guilmartin, Affirmative Action Officer Designee at the Police Officer Standards and Training Council, 285 Preston Avenue, Meriden, CT 06450-4891. Ms. Guilmartin may also be reached at the Department of Administrative Services on the fifth floor of the State Office Building at 165 Capitol Avenue, Hartford, Connecticut 06106. Her telephone number is 860 713-5258.

We recognize that programs without effort are meaningless and that effort undirected by specific procedures prevents achievement. As Executive Director of the Police Officer Standards and Training Council, I personally pledge my support and commitment to Affirmative Action. I ask each employee to review this policy and be familiar with it. More importantly, however, each employee is expected to commit him/herself to its ideals and objectives as I have done.

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Thomas E. Flaherty, Executive Director  
Police Officer Standards and Training Council

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